

Industrial Relations Department
Report of March 1945

Of the twenty-three full working days in March, your Industrial Secretary work eleven days and took a two week vacation.

COMMUNITY
ORGANIZATION

1. Industrialists Conference The next step in plans for the industrialists' Conference is the meeting, on April 10, of your Industrial Relations Secretary with Mr. Jones in Mr. Jones' office at American Type Founders, Elizabeth. We expect some action now that Mr. Jones has returned from his vacation.

2. Employment Problems Committee Your Secretary conferred twice in March with the Executive Secretary of the Newark Chamber of Commerce and has secured his promise to participate in the work of the Employment Problems Committee. An official action of the Chamber's Board of Directors authorizes the Chamber of Commerce to be so represented. One meeting with the Executive Secretary of the Essex County Council of Churches, after a lengthy and confusing discussion over the telephone, served to satisfy the Council's jealous interest in the development of the Committee. Since the Committee is largely an outgrowth of the Clinic in November 1944 sponsored by the Council and other agencies, the Council has wanted more to do with selection of Committee members. However, those individuals who spent most time with the work of the Committee for the Clinic and the permanent Committee idea so far, refuse any interference or imposed direction from the Council. These feelings had to be ironed out, and now it appears that a better understanding has been achieved.

The New Jersey Committee on Economic Development will meet on April 16, and understanding has been given us that an official representative from that body will be named at that time.

With your Secretary's return from vacation the first official meeting of the full permanent Committee should occur shortly.

Your Secretary addressed the New Jersey State Council C.I.O. State Conference, on "Labor and the Veteran", during the month.

COUNSELLING PROGRAM

1. Veterans The problems of two of the Veterans of World War II referred to this department by the Veterans' Administration Guidance Center, at Lyons, served to emphasize again the need stressed by your Secretary for personnel at that important Center to be qualified to handle Negro Veterans as well as white Veterans. It has been our contention that whether the worker is white or Negro, that worker should be able to satisfactorily handle matters of specific areas for whites or Negroes. A spot check last fall showed that the disposition of Negro Veterans' reemployment interests, was very short-sighted and stereotyped. A conference in September 1944, with the Deputy Director, State Headquarters for Selective Service, in Trenton produced nothing more than our conviction that that office would not seek to reach re-employment committeemen under its general jurisdiction or cooperate with the Veterans' Administration in this area to the end that workers dealing with Veterans be (qualified or be sent information) to plan for the successful reintegration into civilian life of Negro Veterans as well as of white Veterans. Subsequent correspondence with Selective Service Headquarters, in Washington, brought the "assurance" that plans (were) underway to take administrative steps...along the lines of our concern.

The two Veterans mentioned above were interested in the field of Journalism. Employment and/or training were desired. Telephone calls, with lengthy conversations, from the Center to this office seemed not to clarify the steps workers at that Center should take in each case. The Veterans were referred to us. We were happy to serve them, but it would have been unnecessary to involve our extremely limited staff in actual steps, if the Center were qualified to do its own job with respect to Negro Veterans. These Veterans were referred to us as Negroes, not as Veterans interested in Journalism because Journalism is a special emphasis of the Urban League. Journalism is not an Urban League special interest, and steps are contemplated to take up again this matter of like treatment for Veterans, white or Negro.

2. Treatment. The Veteran for whom we secured treatment from the Essex County Mental Hygiene Clinic, is still clinging to this office for support. It is acceptable that the shift of dependence on this office to the Clinic might take some time. However, it is worth mentioning that it was learned here, in March, that this Veteran has approximately \$250 saved, has very simple needs, and spends little money. A new picture for treatment is presented now, which your Secretary feels should be handled by an agency with full-time caseworkers able to do good work with emotional problems simultaneously with vocational guidance. This Veterans needs long-range treatment of that sort. Your department of Industrial Relations has carried an appreciable load of such case, and it is beginning to appear that such a coupled treatment should be stimulated in a long-term regular case-work agency of the community.

EMPLOYMENT Because of pressure of my work to be adjusted for the vacation period, only ten placements were made. One man, a college graduate, was placed as Foreman - Asst. Mgr. at a Laundry. A follow-up at Michael Department Store About the two salesgirls placed there by this office, developed suggestion that one of these two salesgirls be transferred to fill a job in the alterations department. Our position was that in view of experience of one of the two girls her placement doing alterations would be more strategic. No Negro was in that department, and the girl with experience in alterations, was also the less adapted to salesgirl work. The store had an emergent need for such a person and was frantically searching. This change satisfied the store's emergent situation and acceptably widened the spread of Negro employment.

There was a total of 80 Employer's Orders for Domestic, 28 applications, 28 referrals, and 27 placements.